Company registration number: 05407823 Charity registration number: 1109873

Good Old Furniture Available

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 June 2021

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 6
Independent Examiner's Report	7
Statement of Financial Activities	8
Balance Sheet	9
Notes to the Financial Statements	10 to 18

Reference and Administrative Details

Trustees Mr D Felce

Mr F Hurr

Mr D Rubens

Mrs C Newborn

Mr R Sorrell

Mr C Harrold

Mrs P Young

Charity Registration Number 1109873

Company Registration Number 05407823

The charity is incorporated in England & Wales.

Registered Office

Ellis Square

Voundervour Lane

PENZANCE TR18 4UH

Independent Examiner

Crane & Johnston C&J Ltd

Chartered Certified Accountants

11 Alverton Terrace

Penzance Cornwall TR18 4JH

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 June 2021.

Objectives and activities

Objects and aims

The Charity's objects are, in the area of West Cornwall particularly in the District of Penwith, to

Relieve poverty through the provision of household furniture and goods to those persons resident in the area of benefit that have need of such items by reason of their necessitous circumstances.

Advance education, training or retraining particularly among unemployed people so as to develop work skills, gain work experience and encourage social integration; and

Protect and preserve the environment by educating the public in the benefits to the environment of sustainable waste practices including recycling, carrying out research into sustainable waste management practices and disseminating the useful results of that research.

The objectives of the Charity are met principally by:

The sourcing by donation from the local community and the delivery to the local community in necessitous circumstance of furniture; white goods and electrical goods in exchange for donation by a furniture collection and delivery service staffed by the Project Co-ordinator and/or volunteers.

The provision of volunteer training placements within the Charity managed and supervised by the Project Co-ordinator and/or the Trustees. Placement maybe either solely managed or operated by the Charity or in partnership with one or more external organisations.

The conduct of public talks, fund raisers; community education visits by the Project Co-ordinator and/or the Trustees and volunteers.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Trustees' Report

Achievements and performance

The Covid pandemic continued to affect performance during 2020/21. Costs were accrued at the beginning of the financial year as staff were taken off furlough in order to undertake the refurbishment of the warehouse prior to reopening to the public and to make it Covid-safe. A commercial steamer was purchased so all in-coming and out-going goods could be thoroughly cleaned in line with pandemic requirements. Additional capital expenditure was also undertaken to provide a new storage shed where out-going goods could be stored prior to despatch, making the organisation of delivery more efficient and relieving pressure on space in the warehouse. The cost was met from reserves and by grants from Penzance Town Council and the Co-op Local Community Fund. GOFA's employees and volunteers have continued to provide an excellent level of service to people in need in its catchment area. The throughput of furniture and other goods has continued to increase, meaning that more people are being helped. However, the pandemic has constrained people's ability to pay towards the goods received and, therefore, more is being freely given.

At the end of the financial year, GOFA was fully open with all staff off furlough and with two recently-added part-time staff. Its cash reserves were approximately two-thirds of those accrued prior to the first pandemic lockdown (February, 2020). However, the excess of expenditure over income can be attributed to exceptional capital expenditure during this period, involving new construction, Covid-related costs and significant maintenance of the warehouse roof. GOFA has weathered the pandemic thus far relatively well.

Community Involvement and Support:

The Charity has an ever expanding set of linkages with other community organisations and our thanks this year in no particular order are given to:

- Chapel St Methodist Church
- Bosence Farm Community
- Cornwall County Council Adult Social Care
- LiveWest (formerly known as Devon & Cornwall Housing)
- Penwith Community Development Trust
- Cornwall College
- Bolitho Mental Health Trust
- The YMCA
- Job Centre Plus
- Pentreath Industries
- West Cornwall Women's Aid
- Kernow Positive Support
- Disability Cornwall
- Cornwall Rural Community
- Ark-Safe Space Cornwall
- Alfred Smiths Penzance
- Penzance Town Council

These organisations have been critical to the successful targeting of our expanded service both in servicing the community with electronic and household goods but also in the recruitment and support of volunteers and training placements.

We would also like to acknowledge the support of Cornwall Council Penzance Town Council, the Winifred Potter Charitable Fund and the Co-op Local Community Fund.

Trustees' Report

Financial review

During the year, the charity continued to deliver its services on a limited basis due to the ongoing COVID-19 pandemic.

Total income rose slightly from £65,633 to £79,423 largely due to the increase in furlough and other COVID-19 support grants from £11,556 to £24,000.

Total expenditure decreased slightly from £80,894 to £78,182.

Overall, the net resulted in a small surplus for the year of £1,242 compared to a deficit of £15,261 in the previous year.

The unrestricted funds increased to £40,897 from £39,656. The designated funds remained at £60,513 and restricted funds remained at £71. A full breakdown can be seen in note 17.

The charity also invested £15,325 in capital improvements for its trading premises during the year.

No material debt has been incurred and there have been no significant disposals in the year.

Policy on reserves

The trustees have examined the charity's requirements for reserves in light of the main risks to the organisation.

It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should equate to 3 months of the annual core costs which is estimated at £16,500. These reserves are needed to meet the working capital requirements of the charity and the trustees are confident that at this level they would be able to continue the current activities of the charity in the event of a drop in funding.

At the year end, the unrestricted reserves were £39,968. In addition, the trustees also have a designated 'core cost provision' fund of £16,850.

The trustees wish to continue the process of prudent provision for the future and have a designated fund towards the cost of replacing the van in the future. The vehicle is essential to the operation of the service. At the year end, the balance on this fund was £13,663.

The trustees also have a designated fund towards the cost of purchasing a lease in the future. Premises are essential to the operation of the service. At the year end, the balance on this fund was £30,000.

Trustees' Report

Plans for future periods

Aims and key objectives for future periods

We are pleased to report a small surplus. The achievements of the Charity in the financial year remain a consequence of the efforts of the paid employees, volunteers and support organisations, who have given time, skill and financial assistance to the Charity.

We have faced difficult challenges in 2021. Such difficulties have continued into the current financial year. Nevertheless, our Charitable objectives are sound, the need for our service unfortunately remains urgent and GOFA has continued to develop its ability to respond to demand by more efficient organisation.

The trustees have considered the impact and implications that the coronavirus outbreak has had and continues to have on the charity. Financial reserves have fallen but only through meeting COVID-related additional costs and making forward-looking infrastructure investment. The charity is currently functioning normally. All furloughed staff were retained, although one has had to resign for health reasons. The charity continues to have sufficient reserves to support itself into the future and is in the process of rebuilding its cash in hand, albeit that this is made more difficult by the impact of the pandemic increasing the demand for furniture and goods to be provided without charge.

Advertising our service and making our Project more prominent to service users continues to be a priority. We look forward to meeting our challenges with our dedicated team of Trustees, employees and volunteers.

Structure, governance and management

Nature of governing document

The directors of the company ("The Trustees") subject to the Companies Act 2006 and the Charities Act 2011 and the Memorandum and Articles are responsible for the management of and the exercise of all powers pertaining to the Charity.

The Charity is constituted such that unless otherwise decided by ordinary resolution the maximum number of Trustees shall be twelve and the minimum number be three. At the time of incorporation it was agreed that the initial number of Trustees would be eight.

The accounts comply with current statutory requirements and the charity's governing documents.

Recruitment and appointment of trustees

New Trustees are appointed after election following a private or public invitation at any qualifying Board meeting of the Charity.

The Trustees have appointed a Management Committee who are responsible for the operational management of the Charity. The project manager is a member of the management committee.

Trustees' Report

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Good Old Furniture Available for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- · observe the methods and principles in the Charities SORP;
- · make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 25 1 2012 and signed on its behalf by:

Mr-D Felce Trustee

Independent Examiner's Report to the trustees of Good Old Furniture Available ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Good Old Furniture Available are not required to be audited under Part 16 of the 2006 Act and are eligible for Independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of Good Old Furniture Available as required by section 386 of the 2006 Act; or
- 2. the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- 4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Juan

Crane & Johnston Chartered Certified Accountants 11 Alverton Terrace Penzance Cornwall TR18 4JH

2 February 2022

Statement of Financial Activities for the Year Ended 30 June 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Income and Endowments	from:				
Donations and legacies	3	79,401	-	79,401	65,555
Investment income	4	22_		22	78
Total income		79,423		79,423_	65,633
Expenditure on:				•	
Charitable activities	5	(78,182)		(78,182)	(80,894)
Total expenditure		(78,182)		(78,182)	(80,894)
Net income/(expenditure)		1,241		1,241	(15,261)
Net movement in funds		1,241	-	1,241	(15,261)
Reconciliation of funds					
Total funds brought forward		100,169	71	100,240	115,501
Total funds carried forward	17	101,410	71	101,481	100,240

All of the charity's activities derive from continuing operations during the above two periods.

(Registration number: 05407823) Balance Sheet as at 30 June 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	31,336	21,252
Current assets			
Debtors	12	923	1,259
Cash at bank and in hand	13	70,086	78,569
		71,009	79,828
Creditors: Amounts falling due within one year	14	(864)	(840)
Net current assets		70,145	78,988
Net assets		101,481	100,240
Funds of the charity:			
Restricted income funds			
Restricted funds		71	71
Unrestricted Income funds			
Unrestricted funds		101,410	100,169
Total funds	17	101,481	100,240

For the financial year ending 30 June 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 8 to 18 were approved by the trustees, and authorised for issue on and signed on their behalf by:

Mr D Felce

Trustee

Mr C Harrold Trustee

The notes on pages 10 to 18 form an integral part of these financial statements.

Page 9

Notes to the Financial Statements for the Year Ended 30 June 2021

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is: Ellis Square Voundervour Lane PENZANCE TR18 4UH

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Good Old Furniture Available meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Notes to the Financial Statements for the Year Ended 30 June 2021

Donations and legacles

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Bank interest is recognised once received.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

All resources expended are inclusive of irrecoverable VAT.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Notes to the Financial Statements for the Year Ended 30 June 2021

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including independent examination, strategic management and trustees's meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £1,000.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class

Equipment

Motor Vehicles

Building Improvements

Depreciation method and rate

15-20% reducing balance 25% reducing balance 5% straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Notes to the Financial Statements for the Year Ended 30 June 2021

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Hire purchase and finance leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Rentals payable under operating leases are charged in the Statement of Financial Activities on a straight line basis over the lease term.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Donations for delivery charge;			
Donations from Individuals	53,736	53,736	49,889
Donations for delivery charges	1,665	1,665	2,380
Gift ald reclaimed	-	'	1,730
Grants, Including capital grants;	•		
Government grants	18,871	18,871	11,556
Grants from other organisations	5,129	5,129	
	79,401	79,401	65,555

Notes to the Financial Statements for the Year Ended 30 June 2021

4 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	22	. 22	78

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Total 2021 £	Total 2020 £
Purchases		1,524	1,524	772
Depreciation		5,240	5,240	5,513
Volunteer expenses		1,421	1,421	533
Rent	·	4,200	4,200	3,200
Rates		246	246	, 401
Light, heat and power		979	979	1,013
Insurance	•	805	805	757
Repairs and maintenance		3,283	3,283	5,004
Telephone and fax		934	934	1,058
Environmental management	•	475	475	407
Printing, postage and stationery		770	770	1,126
Sundry expenses		2,842	2,842	2,276
Motor expenses		6,888	6,888	5,996
Consultancy fees		· -	· -	653
Bank charges		617	617	586
Staff costs		47,094	47,094	50,759
Governance costs	6	864	864	840
		78,182	78,182	80,894

In addition to the expenditure analysed above, there are also governance costs of £864 (2020 - £840) which relate directly to charitable activities. See note 6 for further details.

Notes to the Financial Statements for the Year Ended 30 June 2021

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Independent examiner fees Examination of the financial statements	864	864	840_
	864	864	840

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

8 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	45,854	49,491
Pension costs	1,240	1,268
	47,094	50,759

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

·	2021 No	2020 No
Management and administration	4	4

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £28,386 (2020 - £28,386).

Notes to the Financial Statements for the Year Ended 30 June 2021

2 Trachenactic evaluates a remaindration			
	•	2021	2020
		£	£

Examination of the financial statements ______864 _____840

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Tangible fixed assets

9 Independent examiner's remuneration

	Land and buildings £	Furniture and equipment £	Motor vehicles £	Total £
Cost				
At 1 July 2020	25,914	34,122	5,755	65,791
Additions	15,325		-	15,325
At 30 June 2021	41,239	34,122	5,755	81,116
Depreciation				
At 1 July 2020	18,170	21,085	5,285	44,540
Charge for the year	2,062	3,107	71	5,240
At 30 June 2021	20,232	24,192	5,356	49,780
Net book value				
At 30 June 2021	21,007	9,930	399	31,336
At 30 June 2020	7,744	13,037	470	21,251

12 Debtors

•	2021	2020
	£	£
Prepayments	923	1,259

Notes to the Financial Statements for the Year Ended 30 June 2021

13 Cash and cash equivalents

	2021 £	2020 £
Cash on hand	2,272	24
Cash at bank	67,814	78,545
	70,086	78,569
14 Creditors: amounts falling due within one year		
	2021	2020
	£	£
Accruals	864	840

15 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Land and buildings		
Within one year	5,500	3,500
Between one and five years	<u>8,708</u>	9,042
	14,208_	12,542

16 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £1,240 (2020 - £1,268).

Notes to the Financial Statements for the Year Ended 30 June 2021

17 Funds

	Balance at 1 July 2020 £	Incoming resources £	Resources expended £	Balance at 30 June 2021 £
Unrestricted funds		•		
General	39,656	79,423	(78,182)	40,897
Designated	60,513	<u>.</u>	-	60,513
Total unrestricted funds	100,169	79,423	(78,182)	101,410
Restricted funds	71			71
Total funds	100,240	79,423	(78,182)	101,481

18 Analysis of net assets between funds

· ·	Unrestricted funds General £	Restricted funds £	Total funds at 30 June 2021 £
Tangible fixed assets	31,336	-	31,336
Current assets	70,938	71	71,009
Current liabilities	(864)		(864)
Total net assets	101,410	71	101,481

19 Control

The ultimate controlling party is the Trustees who are all Directors of the company.